

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, January 28, 2011 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair)

SCHEDULED ITEMS:

1. 11-22(a) From the Interim Director of Human Resources relative to
INF 11-50 reclassification of existing positions, reallocations of non-represented
positions, advancements within the pay range and all revisions to
Executive Compensation Positions (ECP). **(Recommendations to be
implemented unless Supervisor(s) object.)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

***MOTION BY:(De Bruin) Lay over the reallocation section dated
January 28, 2011, contained within the report for the
position of Executive Director 3/Mental Health
Administrator. 6-0***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

All remaining sections contained within the January report will be
implemented.

2. 11-23(a) From the Interim Director of Human Resources relative to
INF 11-40 appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Marlo Knox, Human Resources Manager, Office of the Sheriff

Richard Schmidt, Inspector, Office of the Sheriff

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

3. 11-24(a) From the Interim Director of Human Resources relative to dual
INF 11-42 employment, temporary assignments to a higher classification,
temporary appointments and emergency appointments.
(INFORMATIONAL ONLY)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

The Committee took no action regarding this informational report.

4. 10-347(a)(b) From the Interim Director of Human Resources, submitting
11-55 recommendations for appropriate classifications and rates of pay for
positions created in the 2011 Adopted Budget.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:24 Ms. Richards indicated that this is a list of the remaining
recommended classifications and pay ranges for positions adopted in
the 2011 Budget.

Questions and comments ensued.

01:21 Supervisor De Bruin requested a follow-up report from Human
Resources and DAS on how many positions are actually being filled
and the status of said positions.

MOTION BY:(De Bruin) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

5. 11-77 From the Interim Director of Human Resources, requesting
11-61 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Maria Ledger for the position of Director of
the Department of Family Care until such time that an appointment is
made to fill the position.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Comments regarding this TAHC were made by Supervisors.

SCHEDULED ITEMS:

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

6. 11-78 From the Interim Director of Human Resources, requesting
11-57 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Sean Payne for the position of IT Manager-
Server until May 3, 2011.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Comments regarding this TAHC were made by Supervisors.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

7. 11-79 From the Interim Director of Human Resources, requesting
11-58 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Babu Thomas for the position of IT Manager-
Service Desk until May 3, 2011.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

MOTION BY:(Schmitt) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

8. 11-80 From the Office of the Sheriff requesting authorization to grant a leave
11-59 of absence pursuant to Section 17.193 of the Milwaukee County
General Ordinances.

00:22 Supervisor Borkowski provided an explanation as how this particular
Ordinance helps protect incumbents and preserve their original
positions.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

SCHEDULED ITEMS:

NOES: 0

SCHEDULED ITEMS:

9. 11-P-02 From the Director of Employee Benefits submitting an informational
INF 11-51 report regarding the Mental Health Parity Act. **(INFORMATIONAL**
11-90 **ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS

Questions and comments ensued.

***MOTION BY:(De Bruin) RECEIVE AND PLACE ON FILE, the report
from the previous Director of Employee Benefits dated
December 15, 2010, regarding the Mental Health Parity
Act. 6-0***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

10. 11-47 From the Office of Sheriff requesting authorization to abolish 18 Deputy
11-50 Sheriff Sergeant positions and create 18 Correctional Officer Lieutenant
positions for the County Correctional Facility Central effective February
21, 2011. **(Also to the Committee on Finance and Audit, the
Department of Administrative Services, and Division of Human
Resources)**

APPEARANCES:

Richard Schmidt, Inspector, Office of the Sheriff
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Mark Grady, Principal Assistant, Corporation Counsel

Questions and comments ensued.

MOTION BY:(Schmitt) Lay item over to the March meeting cycle. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

11. 11-59 From the Interim Director, Department of Health and Human Services,
11-44 requesting authorization to create 4 Disability Benefits Specialist positions
in the Disability Services Division (DSD) of the Department of Health and
Human Services (DHHS) effective February 21, 2011. **(Also to the
Committee on Finance and Audit, Department of Administrative
Services, and Division of Human Resources.)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services

John Ruggini, Fiscal and Budget Administrator, DAS

Mary Anne Grimes, Principal Assistant, Corporation Counsel

***MOTION BY:(Schmitt) Concur with the Committee on Finance and
Audit and approve.***

- 00:36 Ms. Lyday stated these positions support this critical service offered under
the Resource Center that provides individuals with support to navigate
the SSI system, it assists with appeals, it assists with Social Security
appeals, and they work hand-in-hand with Economic Support Specialists
and with options counseling.

Questions and comments ensued.

MOTION BY:(Sanfelippo) Lay the item over.

Further discussion ensued.

- 22:59 Both Supervisors Schmitt and Sanfelippo withdrew their motions.

***MOTION BY:(De Bruin) AMEND the resolution by inserting a "BE IT
FURTHER RESOLVED" clause on Line 44 that reads as
follows: "BE IT FURTHER RESOLVED that these four (4)
positions are asterisked for abolishment if non-tax levy
funding is discontinued." 6-0***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

12. 11-73 From the Director, Department of Transportation and Public Works,
11-6 requesting authorization to create one Managing Engineer/Field
Operations-Airport position, one Managing Engineer-Mechanical position,
one Engineer position, and one Engineering Technician position. **(Also to
the Committee on Finance and Audit, Department of Administrative
Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

APPEARANCES:

Greg High, Administrator, Architectural, Engineering, and Environmental Services Division, Department of Transportation and Public Works
Josh Fudge, Fiscal Management Analyst, DAS
John Ruggini, Fiscal and Budget Administrator, DAS

Questions and comments ensued at length.

MOTION BY:(Schmitt) Approve the classification and rate of pay for the position of Managing Engineer/Field Operations-Airport. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

MOTION BY:(Schmitt) Approve the classifications and rates of pay for the positions of Managing Engineer-Mechanical and Engineer. 2-4

AYES: Schmitt and Jursik (Chair) – 2

NOES: Borkowski, De Bruin, Rice, and Sanfelippo - 4

Supervisor Schmitt's motion failed.

13. 11-72 From the Interim Director, Department of Family Care, requesting
11-56 authorization to create one Fiscal Assistant II position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

John Ruggini, Fiscal and Budget Administrator, DAS
Maria Ledger, Interim Director, Department of Family Care

- 00:23 Mr. Ruggini stated this this position was requested in the Department of Family Care's 2011 Budget as a create. There are two components of position funding, position authority and position funding. With their budget, this Department requested to have both the position created and funded. Somehow this request was omitted and was an oversight by DAS. The funding was put into the Department of Family Care's budget.

Questions and comments ensued.

MOTION BY:(De Bruin) Approve the classification and rate of pay for the said positions. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

Item #s 14 and 15 were considered together.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

14. 11-P-01 Deliberation, negotiation or re-negotiation of collective bargaining
INF 11-29 agreements.

SEE ITEM #15 FOR COMMITTEE ACTION

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g) for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s):

15. 11-P-03 From Corporation Counsel submitting a status report regarding
INF 11-48 Milwaukee District Council 48 AFSCME, AFL-CIO v. Milwaukee County
(35-hour workweek decision).

APPEARANCES:

Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), and (g), for the purpose of discussing Item #s 14 and 15. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 11:40 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

16. 11-P-04 Pursuant to Wisconsin Statutes, Sections 17.22 and 59.17, confirmation
11-91 of the appointment of Mr. Renee Booker to the position of Director,
Department of Administrative Services.

SCHEDULED ITEMS:

APPEARANCES:

Mary Anne Grimes, Principal Assistant, Corporation Counsel
Tim Schoewe, Acting Corporation Counsel
Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Health and Human Services

- 00:37 Supervisor Jursik directed Ms. Grimes advise the Committee on the requirements of Section 17.22 of the Wisconsin Statutes. Ms. Grimes complied.
- 03:47 Supervisor Jursik directed Mr. Ceschin to read into the record a memo dated January 26, 2011, addressed to her from the County Executive and a memo dated January 27, 2011, from the County Executive to the County Board Chairman. Mr. Ceschin complied.
- 07:24 Supervisor Jursik expressed her concern regarding the actions taken by the County Executive.

Questions and comments ensued at length.

MOTION BY:(Jursik) Deny the appointment of Mr. Renee Booker for the position of Director of the Department of Administrative Services with a request for information from Corporation Counsel to assist in drafting the proper notice necessary to have this item addressed at the February 3, 2011, County Board meeting. 6-0

AYES: Jursik, De Bruin, Schmitt, Rice, Sanfelippo,
and Borkowski (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

STAFF PRESENT:

Candace Richards, Interim Director, Human Resources, DAS
Marlo Knox, Human Resources Manager, Office of the Sheriff
Richard Schmidt, Inspector, Office of the Sheriff
Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Mark Grady, Principal Assistant, Corporation Counsel
Geri Lyday, Interim Director, Department of Health and Human Services
John Ruggini, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Principal Assistant, Corporation Counsel
Greg High, Administrator, Architectural, Engineering, and Environmental Services Division,
Department of Transportation and Public Works
Josh Fudge, Fiscal Management Analyst, DAS
Maria Ledger, Interim Director, Department of Family Care
Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Tim Schoewe, Acting Corporation Counsel
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 12:25 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel